
From: Ross, Eric <ERoss@adl.org>
Sent: Tuesday, March 19, 2019 5:21 PM
To: Ross, Eric
Subject: FHCC Action Alert - March 19, 2019
Attachments: FHCC Members - as of 2019.3.19- Updated - For Printing.pdf

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Help Protect All Floridians by Urging the Florida Senate's Criminal Justice Committee Chair to Hear Senate Bill 940 – Hate Crimes

Although Florida already has a hate crime law, it does not protect all Floridians. Senate Bill 940 ([SB 940](#)) would make the hate crime law comprehensive by fixing critical gaps in the statute.

Background on the Bill:

In Florida, a hate crime cannot be charged if a victim is targeted because of a physical disability such as blindness, or because of a victim's gender or gender identity. The law also does not cover "association with" hate crimes where, for example, a person is victimized for being at a bar or restaurant with African American, Hispanic, Muslim, or Jewish friends. It also does not cover "mixed motive" hate crimes. So, for instance, if a perpetrator involved in a fender-bender assaults the other driver while yelling racial epithets and angry remarks about the accident at the victim, a hate crime cannot be charged. SB 940, filed by Senator Kevin Rader (D-29), would fix all of these issues with the current hate crime law.

Formed by the ADL, the Florida Hate Crime Coalition and its [105 members](#), is leading the advocacy on SB 940. A [Frequently Asked Questions](#) (F.A.Q.) document is available that provides more information about this legislation.

Please Take Action Now:

- 1) **CALL and EMAIL the members of the Senate Criminal Justice Committee** and urge them to ask Senator Keith Perry, the Committee Chair, to schedule SB 940 for a hearing as soon as possible.

Contact Information:

Senator Jeff Brandes: (850) 487-5024 / brandes.jeff@flsenate.gov

Senator Radolph Bracy: (850) 487-5011 / bracy.randolphs@flsenate.gov

Senator Anitere Flores: (850) 487-5039 / flores.anitere@flsenate.gov

Senator Jason Pizzo**: (850) 487-5038 / pizzo.jason@flsenate.gov

**Note: Please thank Sen. Pizzo for cosponsoring this bill.

Sample Language:

Dear Senator (insert name):

I am writing to ask that you reach out to your colleague, Senator Keith Perry, and urge him to schedule SB 940 for a hearing before the Criminal Justice Committee as soon as possible.

Enacted in 1989, Florida's hate crime law has a number of longstanding gaps, which SB 9540 would fix.

Currently, a hate crime law cannot be charged if a victim is targeted because of a physical disability such as blindness, or because of a victim's gender or gender identity. The law also does not cover "association with" hate crimes, where for example, a person is victimized for being at a bar or restaurant with African American, Hispanic, Muslim, or Jewish friends. It also does not cover "mixed motive" hate crimes. So, for instance, if a perpetrator involved in a fender-bender assaults the other driver while yelling racial epithets and angry remarks about the accident at the victim, a hate crime cannot be charged.

In 2017, Florida witnessed another significant increase in hate crimes. Strong, inclusive hate crime laws are an essential component in deterring and preventing these types of crimes. Now is the time for Florida to move forward with an amendment to make our hate crime law comprehensive.

Sincerely,

(Insert your name)

Sample Social Media Posts: (formatted for Twitter)

Under FL's current #HateCrime law, the man who shot up a #Tallahassee #yoga studio would not have been charged with a hate crime. Senators @JeffreyBrandes, @rbracy30, @anitere_flores, & @senpizzo, we must fix this wrong. Please urge @KeithPerryFL 2 schedule SB 940 for a hearing.

All Floridians deserve to be protected by our #HateCrime law. Senators @JeffreyBrandes,

@rbracy30, @anitere_flores, & @senpizzo please help us create a #HateFreeFL by urging Sen. @KeithPerryFL to schedule SB 940 for a hearing.

Senators @JeffreyBrandes, @rbracy30, @anitere_flores, & @senpizzo, please join us and over 100 organizations and members of law enforcement to create a #HateFreeFL. Urge Sen. @KeithPerryFL to schedule SB 940 for a hearing. <https://florida.adl.org/hate-crimes/members-of-the-florida-hate-crime-coalition/>

- 2) **Call, Email, Tweet**, or reach out via **Facebook** to Senator Keith Perry and urge him to schedule SB 940 for a hearing as soon as possible.

Contact Information:

Senator Keith Perry, Criminal Justice Committee Chair

Email: perry.keith@flsenate.gov, please CC to his L.A. Kinley Morgan

morgan.kinley@flsenate.gov

Phone: (850) 487-5008

Twitter: @KeithPerryFL

Facebook: <https://www.facebook.com/KeithPerryFL/>

Sample Language:

Dear Senator Perry:

I am writing to ask that you schedule SB 940 for a hearing before the Criminal Justice Committee as soon as possible. Enacted in 1989, Florida's hate crime law has a number of longstanding gaps, which SB 940 would fix.

Currently, a hate crime law cannot be charged if a victim is targeted because of a physical disability such as blindness, or because of a victim's gender or gender identity. The law also does not cover "association with" hate crimes, where for example, a person is victimized for being at a bar or restaurant with African American, Hispanic, Muslim, or Jewish friends. It also does not cover "mixed motive" hate crimes. So, for instance, if a perpetrator involved in a fender-bender assaults the other driver while yelling racial epithets and angry remarks about the accident at the victim, a hate crime cannot be charged.

In 2017, Florida witnessed another significant increase in hate crimes. Strong, inclusive hate crime laws are an essential component in deterring and preventing these types of crimes. Now is the time for Florida to move forward with an amendment to make our hate crime law comprehensive.

Sincerely,

(Insert your name)

Sample Social Media Posts: (formatted for Twitter)

#Florida's #HateCrime law is lacking several key protections, we MUST do better. Sen.

@KeithPerryFL, please schedule SB 940 for a hearing in the Criminal Justice Committee as soon as possible. We all deserve a #HateFreeFL.

Sen. @KeithPerryFL, over 100 organizations and law enforcement agencies can't be wrong. Please schedule SB 940 for a hearing in the Senate Criminal Justice Committee. Help us create a #HateFreeFL. <https://florida.adl.org/hate-crimes/members-of-the-florida-hate-crime-coalition/>

Are you currently protected by #Florida's #HateCrime law? You may be surprised by the answer. Click here to learn more, then urge Sen. @KeithPerryFL to schedule SB 940 for a hearing. #HateFreeFL <https://florida.adl.org/hate-crimes/faq-hate-crimes-and-florida-legislation/>

3) **Contact your Senator and Representative** and ask them to cosponsor SB 940/HB743.

You can find your House member [here](#) and your Senate member [here](#).

Please note, the following Senators are already cosponsors: Jason Pizzo (district 38).

Please note, the following Representatives are already cosponsors: Carlos Guillermo Smith (district 49); Tina Scott Polsky (district 81); Richard Stark (district 104); and Susan Valdes (district 62).

Sample Language For Senate:

Dear Senator (insert name):

As a resident of (insert city) and a constituent of your district, I am writing to ask that consider cosponsoring SB 940 – Hate Crimes. Enacted in 1989, Florida's hate crime law has a number of longstanding gaps, which SB 940 would fix.

Currently, a hate crime law cannot be charged if a victim is targeted because of a physical disability such as blindness, or because of a victim's gender or gender identity. The law also does not cover "association with" hate crimes, where for example, a person is victimized for being at a bar or restaurant with African American, Hispanic, Muslim, or Jewish friends. It also does not cover "mixed motive" hate crimes. So, for instance, if a perpetrator involved in a fender-bender assaults the other driver while yelling racial epithets and angry remarks about the accident at the victim, a hate crime cannot be charged.

In 2017, Florida witnessed another significant increase in hate crimes. Strong, inclusive hate crime laws are an essential component in deterring and preventing these types of crimes. Now is the time for Florida to move forward with an amendment to make our hate crime law comprehensive.

This is not only an important issue to me, but to Floridians all over the state. The Florida Hate Crime Coalition has over 100 organizations and members of law enforcement to date. If you would like to read more about the need for SB 940, please visit <https://florida.adl.org/hate-crimes/faq-hate-crimes-and-florida-legislation/>.

To sign on as a cosponsor, please reach out to Senator Kevin Rader's office.

Sincerely,
(Insert your name)

Sample Language For House:

Dear Representative (insert name):

As a resident of (insert city) and a constituent of your district, I am writing to ask that consider cosponsoring HB 743 – Hate Crimes. Enacted in 1989, Florida’s hate crime law has a number of longstanding gaps, which HB 743 would fix.

Currently, a hate crime law cannot be charged if a victim is targeted because of a physical disability such as blindness, or because of a victim’s gender or gender identity. The law also does not cover “association with” hate crimes, where for example, a person is victimized for being at a bar or restaurant with African American, Hispanic, Muslim, or Jewish friends. It also does not cover “mixed motive” hate crimes. So, for instance, if a perpetrator involved in a fender-bender assaults the other driver while yelling racial epithets and angry remarks about the accident at the victim, a hate crime cannot be charged.

In 2017, Florida witnessed another significant increase in hate crimes. Strong, inclusive hate crime laws are an essential component in deterring and preventing these types of crimes. Now is the time for Florida to move forward with an amendment to make our hate crime law comprehensive.

This is not only an important issue to me, but to Floridians all over the state. The Florida Hate Crime Coalition has over 100 organizations and members of law enforcement to date. If you would like to read more about the need for HB 743, please visit <https://florida.adl.org/hate-crimes/faq-hate-crimes-and-florida-legislation/>.

To sign on as a cosponsor, please reach out to Representative Joe Geller’s office.

Sincerely,
(Insert your name)

- 4) **Share** this information with any of your friends, family, or colleagues who care as much as you do about creating a #HateFreeFL.

ERIC ROSS

Senior Associate Regional Director

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c: 561-325-2497
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florida.adl.org

Donate



TOGETHER,
**WE FIGHT HATE
FOR GOOD**

DONATE



ADL

From: Ross, Eric <ERoss@adl.org>
Sent: Wednesday, March 13, 2019 12:18 PM
To: Kyle A Shephard
Subject: FHCC Update - 2/28/2019
Attachments: SenPerry02.28.2019 Final.pdf

ATTENTION: This email came from an external source. Do not open attachments or click on links from unknown senders or unexpected emails.

FYI...

ERIC ROSS

Senior Associate Regional Director

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ERoss@adl.org / @ERoss1010
florida.adl.org



From: Ross, Eric
Sent: Thursday, February 28, 2019 3:48 PM
To: Eric Ross - Anti-Defamation League (eross@adl.org) <eross@adl.org>
Subject: FHCC Update - 2/28/2019

Dear FHCC partners,

We sent a letter today to Senator Keith Perry, chair of the Criminal Justice Committee, and copied to the other 4 members of the committee, urging him to schedule our bill (SB940) for a hearing as soon as possible. A copy of that letter is attached to this email. I am also attaching an updated copy of our member list, as we just hit 80 members today!

Momentarily I will be sending you another email, which will be an FHCC Action Alert. The Action Alert will include sample language for calls/emails, sample social media posts, and contact information for all of the members of the Criminal Justice Committee. Some may choose to send it to all of their members/clients as is, while others may want to re-use the content on your own letterhead before doing so. Some organizations may choose to post the social media content from your own institutional accounts, while others may prefer to have your leadership and/or members posting online instead. Simply put, please use this information however you think it will have the most impact.

Last year it took over six weeks before we were finally able to get our hate crime bill scheduled for a hearing in its first committee. But with your assistance and grassroots activism, we hope to have it scheduled as soon as possible this time around (it also doesn't hurt that one of the members of this committee, Sen. Jason Pizzo, is a cosponsor of this bill).

As always, if you have any questions or if I can be of any assistance, please do not hesitate to reach out.

Sincerely,
Eric

ERIC ROSS

Senior Associate Regional Director

ADL Florida Region
5295 Town Center Road, Ste. 300
Boca Raton, FL 33486
t: 561-988-2944
c: 561-325-2497
ERoss@adl.org / @ERoss1010
florida.adl.org



From: Ross, Eric <ERoss@adl.org>
Sent: Thursday, February 28, 2019 3:48 PM
To: Ross, Eric
Subject: FHCC Update - 2/28/2019
Attachments: SenPerry02.28.2019 Final.pdf; FHCC Members - as of 2019.2.28 - Updated - For Printing.pdf

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As always, if you have any questions or if I can be of any assistance, please do not hesitate to reach out.

Sincerely,
Eric

ERIC ROSS

Senior Associate Regional Director

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TOGETHER,
**WE FIGHT HATE
FOR GOOD**

[DONATE](#)



Florida Hate Crime Coalition (FHCC)

FHCC Membership as of 2/27/2019

- Anti-Defamation League (ADL)
- Alpert Jewish Family & Children's Service
- ALSO Youth Center
- America-Israel Chamber of Commerce
- American Jewish Committee
- Autistic Self Advocacy Network
- A Wider Bridge
- Sheriff Ric Bradshaw, PBSO
- Broward County Chiefs of Police Association (BCCPA)
- COSMOS – Coalition of South Florida Muslim Organizations
- Dave & Mary Alper JCC
- David Posnack JCC
- Disability Independence Group, Inc.
- Disability Rights Florida
- disAbility Solutions for Independent Living, Inc.
- EMGage USA
- Equality Florida
- Florida Alliance of Planned Parenthood Affiliates
- Florida Armenians
- Florida Association for the Deaf
- F.A.U. Center for Holocaust & Human Rights Education
- Florida Council of the Blind
- Florida Immigrant Coalition
- Florida NOW
- Gwen S. Cherry Black Women Lawyers Association
- Hadassah Florida
- Heller CRC of The Jewish Federation of Sarasota-Manatee
- Hispanic Unity of Florida
- Holocaust Memorial Resource & Education Center of Florida
- HOPE, Inc. – Housing Opportunities for Excellence
- Interfaith Council of Central Florida
- Jacksonville Coalition for Equality
- JASMYN, Inc.
- Jewish Community Relations Council of the Greater Miami Jewish Federation
- Jewish Community Relations Council of the Jewish Federation of Greater Orlando
- Jewish Community Relations Council of the Jewish Federation of Palm Beach County
- Jewish Community Relations Council of the Jewish Federation of South Palm Beach County
- Jewish Family & Children's Service of the Suncoast
- Jewish Family Services of Orlando
- Jewish Federation of Broward County
- Jewish Women's Foundation of the Greater Palm Beaches
- JFCS of Southwest Florida
- MCCJ
- Miami-Dade Police Dept.
- NAACP Florida State Conference
- National Council of Jewish Women Florida
- Palm Beach County Board of Rabbis
- Palm Beach County Human Rights Council
- Peace, Justice and Human Rights (PJHR) Initiative at F.A.U.
- PFLAG Gainesville
- PFLAG South Miami
- Pinellas County Office of Human Rights
- The Pride Center at Equality Park
- Puerto Rican Bar Association of Florida
- Puerto Rican/Hispanic Chamber of Commerce of Palm Beach County
- QLatinx
- Rabbinical Association of Greater Miami
- Ruth & Norman Rales Jewish Family Services, Inc.
- Chief Orlando Rolon, Orlando Police Department
- Chief Anthony W. Rosa, Sunrise Police Department
- Rosen JCC
- The Roth Family JCC of Greater Orlando
- Saint Petersburg Police Dept.
- SALDEF – Sikh American Legal Defense Fund
- Satellite Beach Police Dept.
- SAVE LGBT
- Sikh Coalition
- Sikh Society of Central Florida
- SPLC Action Fund
- State Attorney Aramis Ayala, 9th Judicial Circuit
- State Attorney Katherine Fernandez Rundle, 12th Judicial Circuit
- State Attorney David Aronberg, 15th Judicial Circuit
- State Attorney Dennis Ward, 16th Judicial Circuit
- State Attorney Michael Satz, 17th Judicial Circuit
- Unitarian Universalist Justice Florida
- United Sikhs
- Unity Coalition | Coalición Unida
- Wilkie D. Ferguson, Jr. Bar Association
- Women's Foundation of Palm Beach County



#HateFreeFL

Established in 2016, the mission of FHCC is to secure amendments to the Florida hate crime law that would protect all Floridians.

ADL®



February 28, 2019

Senator Keith Perry
Chair
Criminal Justice Committee
316 Senate Office Building
404 South Monroe Street
Tallahassee, FL 32399-1100

Re: Senate Bill 940

Dear Senator Perry,

Countering the recent hate and violence on display at a yoga studio in Tallahassee and the Tree of Life Synagogue in Pittsburgh is not a Democratic or Republican value, but an American value. To that end, the Florida Hate Crime Coalition (“FHCC”) urges you to give Senate Bill 940, “An act relating to crimes evidencing prejudice” (“SB 940”), which Senator Pizzo has co-sponsored, a hearing before the Criminal Justice Committee.

Established in 2016, FHCC is a broad coalition of 80 civil rights and religious groups, other non-profit organizations, and law enforcement officials and agencies. Its mission is to secure amendments that would make Florida’s current hate crime law comprehensive.

In our State, a hate crime cannot be charged if a person is targeted for a criminal act because of physical disability, gender, or gender identity. So, had the perpetrator of the Tallahassee yoga studio attack lived, he could not be charged with a gender-based hate crime under Florida law. Also, an individual who assaults a person because he or she is blind, paralyzed, or transgender could not be charged with a hate crime.

Furthermore, the hate crime law does not cover “association with” or “mixed-motive” hate crimes. As a result, an individual cannot be charged with a hate crime where, for example a person is victimized for being at a bar or restaurant with African American or Hispanic friends. And a person involved in a fender-bender who assaults the other driver while yelling racial epithets and angry remarks about the accident at him or her, cannot not be charged with a hate crime.

SB 940 would fix these critical gaps in the hate crime law by (1) expanding its definition of disability to cover physical disabilities; (2) adding the categories of gender and gender identity; and (3) covering “association with” and “mixed-motive hate” crimes.



Florida's hate crime law is more than just a vehicle for increasing sentences by reclassifying charges for criminals who target victims based on race, religion, sexual orientation, or other personal characteristics. It also provides a way for our State to recognize that these crimes strike special fear within victimized groups, fragment communities, and tear at the very fabric of our democratic way of life.

Every major police organization in the country has supported hate crime laws — because they understand the special impact of these crimes. The FBI has been collecting hate crime data from the 18,000 police agencies across the country since 1990. According to the FBI's 2017 statistics, the most recent available, there was a 17% percent increase in hate crimes nationally. And the Florida Attorney General's 2017 hate crime report, also the most recent available, reflects a staggering 36.3% increase in our State - which does not account for any victims who were targeted for their physical disability, gender, or gender identity, as well as for "association with" and "mixed-motive" hate crimes.

We all understand that Americans are free to believe and say whatever they want. Hate crime laws, however, only punish criminal acts, such as aggravated assault or vandalism. Just as in any criminal case, hate crime laws require bias motive to be proven beyond a reasonable doubt with admissible evidence. Indeed, the Florida Supreme Court in 1994 upheld the State's current hate crime law against a First Amendment challenge.

It would be naïve to think that racism and bigotry can be legislated away. However, a strong and inclusive hate crime law is essential to deterring and preventing these crimes. When hate crimes are committed, hate crime charges and condemnation by public officials can bring a measure of dignity and closure to victims, as well as the victims' communities.

All Floridians deserve the full protection of our State's hate crime law. We urge you to send a resounding message against bias-motivated crimes by giving SB 940 a hearing.

If you have any questions or need additional information, please contact David Barkey, ADL Senior & Southeastern Area Counsel, at (561) 988-2912 or dbarkey@adl.org.

Sincerely,

ADL
Alpert Jewish Family & Children's Service
ALSO Youth Center
America-Israel Chamber of Commerce



American Jewish Committee
Autistic Self Advocacy Network
A Wider Bridge
Broward County Chiefs of Police Association
Chief Anthony W. Rosa, Sunrise Police Department
Chief Orlando Rolon, Orlando Police Department
COSMOS – Coalition of South Florida Muslim Organizations
Dave & Mary Alper JCC
David Posnack JCC
Disability Independence Group, Inc.
Disability Rights Florida
disAbility Solutions for Independent Living, Inc.
EMGage USA
Equality Florida
Florida Alliance of Planned Parenthood Affiliates
Florida Armenians
Florida Association for The Deaf
Florida Atlantic University – Center for Holocaust and Human Rights Education
Florida Council of the Blind
Florida Immigrant Coalition
Florida NOW
Gwen S. Cherry Black Women Lawyers Association
Hadassah Florida
Heller CRC of The Jewish Federation of Sarasota-Manatee
Hispanic Unity Florida
Holocaust Memorial Resource and Education Center of Florida
Hope, Inc. – Housing Opportunities Project for Excellence
Interfaith Council of Central Florida
Jacksonville Coalition for Equality
JASMYN, Inc.
Jewish Community Relations Council of the Greater Miami Jewish Federation
Jewish Community Relations Council of the Jewish Federation of Greater Orlando
Jewish Community Relations Council of the Jewish Federation of Palm Beach County
Jewish Community Relations Council of the Jewish Federation of South Palm Beach County
Jewish Family and Children's Service of the Suncoast
Jewish Family Services of Orlando
Jewish Federation of Broward County
Jewish Women's Foundation of the Greater Palm Beaches
JFCS of Southwest Florida
MCCJ



Miami-Dade Police Department
NAACP, Florida State Conference
National Council of Jewish Women Florida
Palm Beach County Board of Rabbis
Palm Beach Human Rights Council
Peace, Justice and Human Rights (PJHR) Initiative at Florida Atlantic University
PFLAG Gainesville
PFLAG South Miami
Pinellas County Office of Human Rights
The Pride Center at Equality Park
Puerto Rican Bar Association of Florida
Puerto Rican/Hispanic Chamber of Commerce of Palm Beach County
Qlatinx
Rabbinical Association of Greater Miami
Ruth & Norman Rales Jewish Family Services, Inc.
Rosen JCC
The Roth Family JCC of Greater Orlando
Saint Petersburg Police Department
SALDEF – Sikh American Legal Defense Fund
Satellite Beach Police Department
SAVE LGBTQ
Sheriff Ric Bradshaw, Palm Beach County Sheriff's Office
Sikh Coalition
Sikh Society of Central Florida
SPLC Action Fund
State Attorney Aramis Ayala, 9th Judicial Circuit
State Attorney Katherine Fernande Rundle, 12th Judicial Circuit
State Attorney David Aronberg, 15th Judicial Circuit
State Attorney Dennis Ward, 16th Judicial Circuit
State Attorney Michael Satz, 17th Judicial Circuit
Unitarian Universalist Justice Florida
United Sikhs
Unity Coalition|Coalición Unida
Wilkie D. Ferguson, Jr. Bar Association
Women's Foundation of Palm Beach County

cc: Senate Criminal Justice Committee
Senator Kevin Rader

From: Ross, Eric <ERoss@adl.org>
Sent: Friday, January 18, 2019 11:45 AM
To: Miguel M Garcia
Subject: RE: Florida Hate Crime Coalition (FHCC) Update
Attachments: FAQ-AmendmentsFlaHateCrimeLaw09.20.2018.docx; DRAFT LEGISLATION - HouseHateCrimeBill-CleanCopy01.14.2019.docx; 2017-2018 FHCC Partners.pdf

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Hello Lt. Garcia,

I apologize for the delayed reply, but I was not in the office yesterday. I also had Captain Young listed on our FHCC contact sheet as Lt. Young, and I meant no offense to him.

To answer your questions, no – there are no costs, fees, membership donations, applications, specific requirements or agreements associated with being listed as part of the FHCC. We ask the FHCC partners to consider assisting with some of the advocacy work, but in some cases, the most that an organization or person is able to do is lend us their name and moral support to add to the importance of the coalition. The only requirement is that we would need the name, email, and phone number of whoever we should use as our point of contact this year, so that we can stay in touch, share updates, and suggest actions that can be taken.

Once again, all of these activities are optional, but for the sake of clarity, here is the language we use when formally inviting new organizations/entities to join the coalition:

In addition to lending your name to the Coalition, we ask that your organization consider any of the following types of advocacy for the 2019 legislative session:

- Appear at or speak at press conferences;
- Meet with legislators;
- Appear or testify at legislative hearings;
- Provide a forum to educate the community about hate crimes;
- Disseminate Action Alerts on this legislation;
- Conduct social media on the legislation or issue; or
- Draft Op-Eds or Letters to the Editor on the legislation or hate crimes in general

I am attaching a few additional items for your review:

- Our Frequently Asked Questions (F.A.Q.) on why this legislation is necessary
- A copy of the proposed legislation
 - o PLEASE NOTE: The bill has not yet been filed and this is only in draft form, so please do not share this document outside of your organization at this time.
- A list of the FHCC partners from last year's legislative session
 - o PLEASE NOTE: This list is not finalized yet for the current legislative session. There were a few elected officials/law enforcement members on last year's list who were not re-elected, so we are currently reaching out to their successors.

I hope that helps clarify everything for you, but if you have any other questions or if I can be of any additional assistance, please do not hesitate to reach out by phone or by email.

Sincerely,
Eric

ERIC ROSS

Senior Associate Regional Director

ADL Florida Region

621 NW 53rd Street, Ste. 450

Boca Raton, FL 33487

t: 561-988-2944

c: 561-325-2497

ERoss@adl.org / @ERoss1010

florida.adl.org



From: Miguel M Garcia <Miguel.Garcia@cityoforlando.net>

Sent: Wednesday, January 16, 2019 6:19 PM

To: Ross, Eric <ERoss@adl.org>

Subject: Florida Hate Crime Coalition (FHCC) Update

Mr. Ross,

I was provided your email by Captain Young.

On behalf of Chief Rolón, I am seeking some clarity before permission can be granted. Are there any costs, fees, membership donations, applications, specific requirements or agreements associated with the listing of his name or the department name? If there are any restrictions, that information must be provided to the department for review.

If you have any questions, please let me know.

Lieutenant Miguel Garcia

Orlando Police Department
Staff Director for Chief Orlando Rolón
407.246.2401
cityoforlando.net

From: Ross, Eric <eross@adl.org>
Sent: Wednesday, January 16, 2019 11:12 AM
To: James P Young
Cc: Barkey, David
Subject: FW: Florida Hate Crime Coalition (FHCC) Update

ATTENTION: This email came from an external source. Do not open attachments or click on links from unknown senders or unexpected emails.

Hello Lt. Young,

My name is Eric Ross and I work for the Anti-Defamation League (ADL) here in our Florida Regional Office. I am reaching out because former Chief John Mina had allowed us to list his name and the Orlando Police Department as members of the Florida Hate Crime Coalition (FHCC) last year, and we are hoping that newly installed Chief Orlando Rolon will allow us to do so as well for 2019.

I am reaching out to you specifically because you were our main point of contact last year for Orlando PD, and I have been unable to find an email address for Chief Rolon so I could not reach out to him directly.

Should you or Chief Rolon have any questions about the FHCC, I would be happy to speak with you or someone from your office by phone at your convenience. In the meantime, I have attached our Frequently Asked Questions sheet, which outlines the need for a more fully comprehensive hate crime law here in Florida. You can also see the email below, which was just sent out to all of our 2018 FHCC partners, outlining what we were able to accomplish last year – and asking for their permission to list them as participants again in 2019.

Again, if you have any questions or concerns, please do not hesitate to reach out. I look forward to hearing back from you soon.

Sincerely,
Eric

Florida has a very broad public records law. As a result, any written communication created or received by the City of Orlando officials and employees will be made available to the public and media, upon request, unless otherwise exempt. Under Florida law, email addresses are public records. If you do not want your email address released in response to a public records request, do not send electronic mail to this office. Instead, contact our office by phone or in writing.

Florida Hate Crime Coalition (FHCC)

Established in 2016, FHCC's mission is
to secure a comprehensive hate crime law in Florida

- Anti-Defamation League (ADL)
- Alpert Jewish Family & Children's Service
- American Jewish Committee
- Dave Aronberg, Palm Beach Co. State Attorney
- Autistic Self Advocacy Network
- Sherriff Ric Bradshaw, PBSO
- Chief John Brooks, Sunrise Police Dept.
- Broward County Chiefs of Police Assoc. (BCCPA)
- COSMOS (Coalition of South Florida Muslim Organizations)
- Disability Independence Group, Inc.
- Disability Solutions for Independent Living
- EMGage USA
- Equality Florida
- Katherine Fernandez Rundle, Miami-Dade Co. State Attorney
- Florida Armenians
- Florida Assoc. for the Deaf
- F.A.U. – Center for Holocaust & Human Rights Education
- Florida Council of the Blind
- Hadassah Florida
- Holocaust Memorial Resource & Education Center of Florida
- Housing Opportunities Project for Excellence (HOPE, Inc.)
- Interfaith Council of Central Florida (ICCF)
- Sheriff Scott Israel, BSO
- Jewish Community Relations Council of the Greater Miami Jewish Federation
- Jewish Community Relations Council of the Jewish Federation of Palm Beach County
- Jewish Community Relations Council of the Jewish Federation of South Palm Beach County
- Jewish Family Services of Orlando
- Jewish Women's Foundation of the Greater Palm Beaches
- JFCS of Southwest Florida
- MCCJ
- Miami-Dade Police Dept.
- Chief John Mina, Orlando Police Dept.
- National Council of Jewish Women Florida
- Palm Beach County Board of Rabbis
- PFLAG Gainesville
- The Pride Center at Equality Park
- Rabbinical Assoc. of Greater Miami
- Chief Vincent C. Robinson, Jennings Police Dept.
- Ruth & Norman Rales Jewish Family Services, Inc.
- Saint Petersburg Police Dept.
- SALDEF – Sikh American Legal Defense Fund
- Satellite Beach Police Dept.
- Michael Satz, Broward Co. State Attorney
- Sikh Coalition
- Sikh Society of Central Florida
- United Sikhs
- Unity Coalition – Coalicion Unida
- Women's Foundation of Palm Beach County



#HateFreeFL

The mission of FHCC is to secure
amendments to the Florida hate crime
law that would protect all Floridians.



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1 A bill to be entitled
2 An act relating to crimes evidencing prejudice;
3 amending s. 775.085, F.S.; providing for
4 reclassification of offenses if the commission of the
5 offenses evidences prejudice towards the person in
6 whole or in part on specified grounds; providing for
7 reclassification of offenses evidencing prejudice
8 based on the gender or gender identity of the person;
9 defining the term "gender identity"; amending s.
10 775.0863, F.S.; requiring grounds for reclassification
11 of crimes to include prejudice based on a disability
12 of the person; revising the definition of the term
13 "disability"; reenacting s. 921.0022(2), F.S.,
14 relating to the Criminal Punishment Code and the
15 offense severity ranking chart, to incorporate the
16 amendments made by the act in cross-references to
17 amended provisions; providing an effective date.

18
19 Be It Enacted by the Legislature of the State of Florida:

20
21 Section 1. Section 775.085, Florida Statutes, is amended
22 to read:

23 775.085 Evidencing prejudice while committing offense;
24 reclassification.—

25 (1)(a) The penalty for any felony or misdemeanor shall be

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reclassified as provided in this subsection if the commission of such felony or misdemeanor evidences prejudice in whole or in part based on the race, color, ancestry, ethnicity, religion, sexual orientation, national origin, homeless status, ~~or~~ advanced age, gender, or gender identity of any person :

1. A misdemeanor of the second degree is reclassified to a misdemeanor of the first degree.

2. A misdemeanor of the first degree is reclassified to a felony of the third degree.

3. A felony of the third degree is reclassified to a felony of the second degree.

4. A felony of the second degree is reclassified to a felony of the first degree.

5. A felony of the first degree is reclassified to a life felony.

(b) As used in paragraph (a), the term:

1. "Advanced age" means that the person is older than 65 years of age.

2. "Gender identity" means gender-related identity, appearance, or behavior, regardless of whether such gender-related identity, appearance, or behavior is different from that traditionally associated with the person's physiology or assigned sex at birth.

~~3.2.~~ "Homeless status" means that the person:

a. Lacks a fixed, regular, and adequate nighttime

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51 residence; or

52 b. Has a primary nighttime residence that is:

53 (I) A supervised publicly or privately operated shelter
54 designed to provide temporary living accommodations; or

55 (II) A public or private place not designed for, or
56 ordinarily used as, a regular sleeping accommodation for human
57 beings.

58 (2) A person or organization that establishes by clear and
59 convincing evidence that it has been coerced, intimidated, or
60 threatened in violation of this section has a civil cause of
61 action for treble damages, an injunction, or any other
62 appropriate relief in law or in equity. Upon prevailing in such
63 civil action, the plaintiff may recover reasonable attorney fees
64 and costs.

65 (3) It is an essential element of this section that the
66 record reflect that the defendant perceived, knew, or had
67 reasonable grounds to know or perceive that the person was
68 within the class delineated in this section.

69 Section 2. Subsection (1) of section 775.0863, Florida
70 Statutes, is amended to read:

71 775.0863 Evidencing prejudice while committing offense
72 against person with ~~mental or physical~~ disability;
73 reclassification.—

74 (1)(a) The penalty for any felony or misdemeanor shall be
75 reclassified as provided in this subsection if the commission of

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YEAR

76 such felony or misdemeanor evidences prejudice in whole or in
77 part based on a ~~mental or physical~~ disability of any person:

78 1. A misdemeanor of the second degree is reclassified to a
79 misdemeanor of the first degree.

80 2. A misdemeanor of the first degree is reclassified to a
81 felony of the third degree.

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83 felony of the second degree.

84 4. A felony of the second degree is reclassified to a
85 felony of the first degree.

86 5. A felony of the first degree is reclassified to a life
87 felony.

88 (b) As used in paragraph (a), the
89 term "disability" ~~"mental or physical disability"~~ means a
90 physical or mental impairment that substantially limits one or
91 more major life activities ~~a condition of mental or physical~~
92 ~~incapacitation due to a developmental disability, organic brain~~
93 ~~damage, or mental illness, and one or more mental or physical~~
94 ~~limitations that restrict a person's ability to perform the~~
95 ~~normal activities of daily living.~~

96 Section 3. For the purpose of incorporating the amendments
97 made by this act to sections 775.085 and 775.0863, Florida
98 Statutes, in references thereto, subsection (2) of section
99 921.0022, Florida Statutes, is reenacted to read:

100 921.0022 Criminal Punishment Code; offense severity

BILL

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ranking chart.—

(2) The offense severity ranking chart has 10 offense levels, ranked from least severe, which are level 1 offenses, to most severe, which are level 10 offenses, and each felony offense is assigned to a level according to the severity of the offense. For purposes of determining which felony offenses are specifically listed in the offense severity ranking chart and which severity level has been assigned to each of these offenses, the numerical statutory references in the left column of the chart and the felony degree designations in the middle column of the chart are controlling; the language in the right column of the chart is provided solely for descriptive purposes. Reclassification of the degree of the felony through the application of s. 775.0845, s. 775.085, s. 775.0861, s. 775.0862, s. 775.0863, s. 775.087, s. 775.0875, s. 794.023, or any other law that provides an enhanced penalty for a felony offense, to any offense listed in the offense severity ranking chart in this section shall not cause the offense to become unlisted and is not subject to the provisions of s. 921.0023.

Section 4. This act shall take effect October 1, 2018.



FAQ: WHY AMENDMENTS TO THE FLORIDA HATE CRIME LAW ARE NEEDED

Why Are Hate Crime Laws Needed?

Hate crimes target victims simply for who they are. In these crimes violence is not used as a means for victim compliance. Rather, inflicting maximum violence is the goal. All that matters to the assailant is that the victim appears to be of a particular race, religion or other group. Because hate crime victims are interchangeable and random, these crimes terrorize the entire victim's community and often lead to similarly terrorizing retaliatory hate crimes against the perpetrator's community. So hate crime laws, which increase sentences for criminals who commit them, are a way for society to recognize that these crimes strike special fear within victimized groups, fragment communities and tear at the very fabric of our democratic way of life.

Why Are Amendments to Florida's Hate Crime Law Needed?

Although Florida already has a hate crime law, it is not comprehensive. Floridians are not protected by it if they are targeted for a crime because of physical disability. And the law does not cover "mixed motive" hate crimes. So for instance, if a perpetrator involved in fender-bender assaults the other driver while yelling racial epithets and angry remarks about the accident at the victim, a hate crime cannot be charged. Furthermore, the law's omission of gender and gender identity does not conform to the federal hate crime law. Legislation that will be introduced for the 2018-19 Florida legislative session closes these critical gaps in the State hate crime law.

How Many Hate Crimes Occur in Florida?

According to the Florida Attorney General's most recent hate crime report, 124 hate crimes were reported by Florida law enforcement in 2016. That number reflects a 21.6% increase from 2015. Due to the gaps in Florida's hate crime law, these statistics do not account for any hate crimes that were committed because of physical disability, gender, and gender identity, as well as "mixed motive" hate crimes. Furthermore, there is significant underreporting of hate crimes in America. In 2016, only 49 of 396 participating Florida law enforcement agencies reported hate crimes. Additionally, a U.S. Department of Justice survey estimates that 250,000 hate crime victimizations annually occur in the U.S.

Do Hate Crime Laws Punish Thought or Speech?

No - Americans are free to believe and say whatever they want. Hate crime laws only punish criminal acts, such as aggravated assault or vandalism. Just like any criminal case, hate crime laws require the underlying criminal act and bias motive to be proven with evidence beyond a reasonable doubt. In 1994, the Florida Supreme Court upheld Florida's hate crime law against a First Amendment challenge. The year before, the U.S. Supreme Court unanimously upheld a Wisconsin hate crime law against a similar constitutional challenge.

Do Hate Crime Laws Give Special Rights to Special Groups?

No - Hate crime laws are color blind. They cover victims whether they are in the majority or minority. In fact, the 2016 national hate crime statistics recently released by the FBI reflect that 25% of race-based hate crimes were against white people, 11.7% of religious-based hate crimes were against Christians, 22.5% of gender-based hate crimes were against men, and 1.1% of sexual-orientation based hate crimes were against heterosexuals.

From: Robert M Anzueto
Sent: Monday, December 17, 2018 8:11 PM
To: Jarvis, Elise
Subject: Re: Thank you!

Elise,

Thanks for the email. I am always so appreciative of the feedback as it shows people are still interested in this case study. Thanks so much for having me and thanks for sending the gift! I will do a large email blast before I leave the agency with new contact information. My cell will stay the same 321.689.7105.

Take care,

Robert M. Anzueto, Deputy Chief
Investigative Services Bureau
Orlando Police Department
1250 W. South St.
Orlando, Florida 32805
407.246.3901

From: Jarvis, Elise <EJarvis@adl.org>
Sent: Monday, December 17, 2018 9:43:34 AM
To: Robert M Anzueto
Subject: Thank you!

ATTENTION: This email came from an external source. Do not open attachments or click on links from unknown senders or unexpected emails.

Dear Chief Anzueto:

Thank you for presenting at last week's Advanced Training School (ATS) course on Extremist and Terrorist Threats. Your session was again one of the most informative and moving of the course. We thought you would enjoy seeing some of the feedback we received on your remarks, as well as the program overall, which you will find below.

The course can only be as strong as its presenters. We thank you again for your support of this important initiative, and contribution towards its success.

Truly,

Elise

PS Your gift is in the mail!

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Deputy Chief was able to provide information in lessons learned-positive and negative. Provided information for thought on managing victims with injuries- provided recommendations for cross training with other agencies to include fire/rescue.

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Lots of great take-aways.

Great presentation! Tactical plans to be discussed with staff.

Great presentation. Hard to watch but well done, professional.

Excellent briefing!

Received a larger appreciation on scene management while thinking quickly. Also need to address training opportunities with fire departments and EMS.

Great presentation and lessons to be learned. Very well done.

Thank you for this opportunity.

I achieved a better appreciation and understanding of the subject matter. I plan on incorporating said best practices where applicable.

The very descriptive presentation has brought forward items and/or issues to discuss regarding active shooter/hostage. A great briefing on a terrible incident.

Informative and detailed presentation, outstanding job!

Very informative briefing that covered lessons learned, applicable to all responders to an active shooter incident.

Feedback from the December 2018 ATS course

...My experience with ADL and the ATS program has been nothing short of exceptional. It is refreshing to experience the shared goals and objectives presented by the staff and guest instructors during this program. I am equally inspired by the on-going level of dedication and commitment expressed by ADL to address our current threat environment....The subject matter and contacts made during this program will serve to further strengthen my agency's tools and resources essential to combating our current threat environment. I am grateful for the opportunity to have been part of such a valuable program.

The ADL's Advanced Training School provides a vehicle for seamless public-private collaboration with local/state/federal law enforcement that expedites the timely exchange of information and promotes mutual learning/training opportunities relevant to our respective missions.

The value of ATS will contribute to providing security to our communities. The quality of the program is excellent. Expertise of the instructors is first class. The benefit of ADL and the law enforcement officials who attended the program will enhance the relationships/partnership between the 2 groups. The resources of ADL will allow LE to be aware of and address hate/violence in their communities.

There are several takeaways that I will utilize to update or improve our current S.O.P's which will make our personnel more effective and more aware about what they do. I would like to bring implicit bias training to our department (330 sworn) and would consider the feasibility of inviting neighboring agencies too. Thank you for your passion and commitment to this training and your hospitality and partnership. Finally, thank you to Lisa and Ilsa, their story resonates every day.

The training gives real-world experiences from numerous experts who have lived and fought the battle against these crimes....This training provides the tools and reinforces our determination to fight the battle. Thank you for the opportunity to attend and experience this training with your outstanding staff, amazing trainers, and dedicated law enforcement leaders from around the nation. You ARE making a difference.

ADL's Advanced Training School provides a greater understanding of the goals and mission of ADL, provides a broader scope of extremism, domestic and international terrorism, and exposes attendees to the resources and trainings to assist in efforts to "fight hate for good..." I've taken invaluable notes on each session that I will share with my team and when teaching in service training and as a criminal justice adjunct. By far one of the best and most informative trainings I've ever attended. Very important topics and much needed in 21st Century policing.

Upon completing the training, I will be capable of better explaining the professional, heartfelt dedication of the instructors and staff of the ADL and the quality and validity of the topics explained and taught. I look forward to being an advocate of ADL's mission and will encourage law enforcement members to take advantage of the ATS program.

This training exceeded my expectations- thought we had small sections of so many topics, each presenter provided invaluable information and insight into the topic....This training's overview of extremist and terrorism should and could be a course for every law enforcement basic training program across the country. The mission to build partnership and share information was accomplished. All levels of law enforcement from across the country builds resources and we were exposed to various cultures and policies. My sincerest appreciation for the invaluable experience.

The value I see is how [law enforcement] and private organizations like the ADL can work together to make our communities a better place to live. The topics presented along with the experts can help [law enforcement] reach the segments of our populations that have distrust of the police...

The ADL ATS training has improved my knowledge of hate crimes across the U.S.A. [It] has brought new ideas, new contacts, and new material to assist in combatting hate for good.

I enjoyed the opportunity to network with other jurisdictions. I was able to hear other points of view and gather other "best practices" that I may be able to implement at home. I was also able to observe or see how some of the info provided by ADL is already being explored/implemented at home.

The ATS to me was well planned for the subject matter and systematic process that was designed great. The course provided information that will be proven useful to help guide and mentor the law enforcement community. I think the [ADL] and its administration understand the need for LEO's to be successful and effective...Building the bridge between the disciplines will help people from all communities. Any help and assistance law enforcement can receive from organizations like ADL is valuable and needed around the nation and all the world....

This was an outstanding opportunity. Thank you very much for the experience. The speakers were appropriate and did an excellent job. I particularly enjoyed the presentations by the colleagues from Orlando and Israel....The diversity of agencies was excellent! Great networking opportunity!

This was a well-organized and comprehensive training experience. All of the staff were extremely knowledgeable, professional, and responsive. The opportunity to learn from such a wide-ranging and experienced training cadre while networking with peers from throughout the U.S. was an invaluable experience and opportunity....I look forward to future networking and professional collaboration. I will highly recommend this training to my peers and will be happy to assist the ADL in any way possible. Thank you!

This was a great course which I would encourage my executives to participate in. The course provided additional information and insight on extremist and terrorist threats. In addition, the course has provided information, resources, and contacts to assist with extremism and terrorism.

The information by each presenter was invaluable! I wrote 2-3 things I will implement at my department.

Valuable lessons learned from all the very knowledgeable and experienced presenters which I'm certainly going to share with my personnel. Many thanks to ADL's warm, welcoming, and professional staff for giving me this wonderful opportunity for training which has broadened my knowledge immensely. I'm grateful for what you have provided me. Thank you very much! Shalom!

The value of this week has been immeasurable. There are several things I will be implementing as part of our event and tactical plans. I will be holding a meeting on Monday regarding some of these topics and prompting discussion for upcoming events.

The value of this type of training cannot be measured. Being provided with this level of training by a group of outstanding instructors as well as the networking opportunities with high level law enforcement executives will assist me tremendously in my current assignment. I also look forward to working with the ADL in this newfound partnership.

Overall, this was a great training session and I would highly recommend it to others. The class gave me a much greater overview of different types of terror groups and the difference resources to combat terrorism. Also met some great people from other agencies and a better understanding of what a great resources ADL is.

The level of expertise and breadth of subject matter detail is most valuable in understanding what is going on in our fellow jurisdictions and how it is impacted and related to surrounding activity all the way to world influence. The human factor instilled in each segment is what sets ATS apart from overly packaged training materials...Staff is superb, genuine professionalism, accommodation, caring, and ready to go the extra mile...I appreciate the creation of the network and continue to share my experience with not just law enforcement but all community engagement.

Course was excellent. It really reinforced how far we as a profession and society have come and, importantly, also reinforced why we need to stay focused. Also enjoyed the fellowships and idea of networking with others in [law enforcement]. I constantly tell my staff that everything is about relationships. Very glad I was able to participate and will highly recommend the course any opportunity I get.

This was a great training. There is valuable information that is relayed to help agencies to have a better understanding of certain groups and biases...I appreciate your attention to time to make sure the training is efficient. Besides the great networking opportunity, the lessons are very much so needed as we progress as an occupation.

The ADL ATS provided great information on the current state of terrorism and extremism. The knowledge that I have obtained during this course has me looking at critical infrastructure security in a new light. It is my opinion that every police commander/executive attend this training and share with their subordinates and respective communities. This training will be instrumental in strengthening relationships through awareness. I thank ADL for the institutional knowledge and I look forward to a long-lasting partnership.

This was the best 3 day training I've ever attended. So much valuable information and insights...I filled the note pad with information that will be used to improve my city's approach and readiness...I would recommend this training to every operational police official.

Networking with other professionals in law enforcement, I met others in nearby states to stay in touch with. [I gained] exposure to ADL staff and program structure [and] new appreciation for what ADL programs achieve across the country. Thanks!

We all need to step back and see that 20000ft view, instead of focusing on the distractions we have day-to-day. The threat is real and we all need to keep reminding our departments.

Thank you for the quality training and environment to meet colleagues throughout the U.S. The training seminar was top-notch and extremely valuable.

...It's rare that I travel for training to a "destination city" that is real training. Not only is this real training, but the schedule is relatively intense- which I love. A ton of information in a short period of time- and delivered by subject matter experts that are top notch.

The challenges are real, difficult, and evolving. ATS provides the tools for us to do our jobs better and protect our communities. Thank you for the opportunity to attend this excellent training. Your dedication to the law enforcement community is especially appreciated during the current challenging times. I look forward to continued partnership with the ADL.

I have made contacts with peers and also with the ADL that will be used as a continuing resource. I applaud that the ADL is interested in helping fight hate wherever it is found- you could have chosen to focus only on the Jewish population but you don't. Hate (from all groups) is related.

Networking was obviously fabulous. I really enjoyed hearing ideas on these critical issues from other experienced law enforcement professionals. Additionally, the expertise of the various speakers was amazing. I have 3 full pages of notes and ideas I will take back home. The professional, comfortable setting of all the sessions was really nice. Well done!

Very impressed with ATS. Extremely well organized, excellent speakers and content delivery. Great networking opportunity. Also ADL staff is outstanding. ATS provided me with a much deeper and in-depth understanding of racially motivated crimes and terrorism including how better to prepare for, respond to, and recognize these incidents.

Elise Jarvis Wilson

Director, Law Enforcement Outreach and Community Security

202-261-4612

ejarvis@adl.org

adl.org

From: Jarvis, Elise <EJarvis@adl.org>
Sent: Monday, December 17, 2018 9:44 AM
To: Robert M Anzueto
Subject: Thank you!

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The ATS to me was well planned for the subject matter and systematic process that was designed great. The course provided information that will be proven useful to help guide and mentor the law enforcement community. I think the [ADL] and its administration understand the need for LEO's to be successful and effective...Building the bridge between the disciplines will help people from all communities. Any help and assistance law enforcement can receive from organizations like ADL is valuable and needed around the nation and all the world....

This was an outstanding opportunity. Thank you very much for the experience. The speakers were appropriate and did an excellent job. I particularly enjoyed the presentations by the colleagues from Orlando and Israel....The diversity of agencies was excellent! Great networking opportunity!

This was a well-organized and comprehensive training experience. All of the staff were extremely knowledgeable, professional, and responsive. The opportunity to learn from such a wide-ranging and experienced training cadre while networking with peers from throughout the U.S. was an invaluable experience and opportunity....I look forward to future networking and professional collaboration. I will highly recommend this training to my peers and will be happy to assist the ADL in any way possible. Thank you!

This was a great course which I would encourage my executives to participate in. The course provided additional information and insight on extremist and terrorist threats. In addition, the course has provided information, resources, and contacts to assist with extremism and terrorism.

The information by each presenter was invaluable! I wrote 2-3 things I will implement at my department.

Valuable lessons learned from all the very knowledgeable and experienced presenters which I'm certainly going to share with my personnel. Many thanks to ADL's warm, welcoming, and professional staff for giving me this wonderful opportunity for training which has broadened my knowledge immensely. I'm grateful for what you have provided me. Thank you very much! Shalom!

The value of this week has been immeasurable. There are several things I will be implementing as part of our event and tactical plans. I will be holding a meeting on Monday regarding some of these topics and prompting discussion for upcoming events.

The value of this type of training cannot be measured. Being provided with this level of training by a group of outstanding instructors as well as the networking opportunities with high level law enforcement executives will assist me tremendously in my current assignment. I also look forward to working with the ADL in this newfound partnership.

Overall, this was a great training session and I would highly recommend it to others. The class gave me a much greater overview of different types of terror groups and the difference resources to combat terrorism. Also met some great people from other agencies and a better understanding of what a great resources ADL is.

The level of expertise and breadth of subject matter detail is most valuable in understanding what is going on in our fellow jurisdictions and how it is impacted and related to surrounding activity all the way to world influence. The human factor instilled in each segment is what sets ATS apart from overly packaged training materials...Staff is superb, genuine professionalism, accommodation, caring, and ready to go the extra mile...I appreciate the creation of the network and continue to share my experience with not just law enforcement but all community engagement.

Course was excellent. It really reinforced how far we as a profession and society have come and, importantly, also reinforced why we need to stay focused. Also enjoyed the fellowships and idea of networking with others in [law enforcement]. I constantly tell my staff that everything is about relationships. Very glad I was able to participate and will highly recommend the course any opportunity I get.

This was a great training. There is valuable information that is relayed to help agencies to have a better understanding of certain groups and biases...I appreciate your attention to time to make sure the training is efficient. Besides the great networking opportunity, the lessons are very much so needed as we progress as an occupation.

The ADL ATS provided great information on the current state of terrorism and extremism. The knowledge that I have obtained during this course has me looking at critical infrastructure security in a new light. It is my opinion that every police commander/executive attend this training and share with their subordinates and respective communities. This training will be instrumental in strengthening relationships through awareness. I thank ADL for the institutional knowledge and I look forward to a long-lasting partnership.

This was the best 3 day training I've ever attended. So much valuable information and insights...I filled the note pad with information that will be used to improve my city's approach and readiness...I would recommend this training to every operational police official.

Networking with other professionals in law enforcement, I met others in nearby states to stay in touch with. [I gained] exposure to ADL staff and program structure [and] new appreciation for what ADL programs achieve across the country. Thanks!

We all need to step back and see that 20000ft view, instead of focusing on the distractions we have day-to-day. The threat is real and we all need to keep reminding our departments.

Thank you for the quality training and environment to meet colleagues throughout the U.S. The training seminar was top-notch and extremely valuable.

...It's rare that I travel for training to a "destination city" that is real training. Not only is this real training, but the schedule is relatively intense- which I love. A ton of information in a short period of time- and delivered by subject matter experts that are top notch.

The challenges are real, difficult, and evolving. ATS provides the tools for us to do our jobs better and protect our communities. Thank you for the opportunity to attend this excellent training. Your dedication to the law enforcement community is especially appreciated during the current challenging times. I look forward to continued partnership with the ADL.

I have made contacts with peers and also with the ADL that will be used as a continuing resource. I applaud that the ADL is interested in helping fight hate wherever it is found- you could have chosen to focus only on the Jewish population but you don't. Hate (from all groups) is related.

Networking was obviously fabulous. I really enjoyed hearing ideas on these critical issues from other experienced law enforcement professionals. Additionally, the expertise of the various speakers was amazing. I have 3 full pages of notes and ideas I will take back home. The professional, comfortable setting of all the sessions was really nice. Well done!

Very impressed with ATS. Extremely well organized, excellent speakers and content delivery. Great networking opportunity. Also ADL staff is outstanding. ATS provided me with a much deeper and in-depth understanding of racially motivated crimes and terrorism including how better to prepare for, respond to, and recognize these incidents.

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